

FY2015 – Fringe Benefits for City of Tucson Employee Groups
Effective July 1, 2014

City	AFSCME	CWA/TACE	IFFA/TFFA	TPOA
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LEAVE BENEFITS					
Vacation Leave Based on full-time employee with continuous service AD 2.01-7A	0-10 years 104 hours >10-15 years 120 hours & 28 minutes >15 years 160 hours & 20 min <i>8-hour day equivalent:</i> 0-10 years = 13 days >10 -15 years = 15 days >15 years = 20 days	Same as City	Same as City	0- 5 years 104 hours >5 -10 years 120 hours & 28 mins >10 -15 years 156 hours >15-20 years 182 hours >20 years 208 hours	0- 5 years 104 hours >5 -10 years 120 hours & 28 mins >10 -15 years 156 hours >15 -20 years 182 hours >20 years 208 hours
Sick Leave Based on full-time employee with continuous service AD 2.01-7B	104 hours annually <i>8-hour day equivalent:</i> 13 days per year	Same as City	Same as City	0-10 years 104 hours >10-15 years 120 hours & 28 mins >15+ years 160 hours & 20 mins	0-10 years 104 hours >10-15 years 120 hours & 28 mins >15+ years 160 hours & 20 mins
Sick Leave Alternate AD 2.01-7B	Employees who have reached 288 hours of Vacation Leave in any pay period will not accrue additional Vacation Leave. However, the hours of Vacation Leave that would normally have accrued will be credited to the employee as Sick Leave Alternate up to a maximum of 56 hours per calendar year.	Same as City	Same as City	Maximum 208 hours	Same as City

FY 2015 – Benefits Matrix for City of Tucson Employee Groups

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Personal Leave & Sick Leave Incentive <u>ALL (except AFSCME)</u> Period 1: 06/29 – 11/01/14 Period 2: 11/02 – 03/07/15 Period 3: 03/08 – 06/27/15 <u>AFSCME</u> Period 1: 06/29 – 12/27/14 Period 2: 12/28 – 06/27/15 TC §22-95	Personal Leave Program for no Sick Leave or LWOP in 4 month period = 8 hours of Personal Leave to be used in the next 4 months This is a “use it or lose it” benefit, can’t be cashed out or transferred. Up to 3 Personal Leave days can be earned in a fiscal year.	Sick Leave Incentive program to reward those employees using no Sick Leave or LWOP for first or 2nd six-month period in the fiscal year. Incentive is \$150 for each six-month period in which no Sick Leave is used.	Same as City	1 day of Personal Leave for each 4 month period with no more than 24 hours (1 shift) of Sick Leave use. Up to 3 days of Personal Leave can be banked at any one time.	Same as City Up to 3 days of Personal Leave can be banked at any one time.
Sick Leave Payment Upon Retirement AD 2.01-7B Labor Agreements	Accrued Pay out % Balance 0 – 240 hrs 0% > 241 – 480 25% > 481 – 720 35% > 720 50%	Same as City	Same as City	Less than 288 = 50% 288 or more means 100% for first 288 hours & 50% of hours over 288 <i>Suppression payout rate is 1.5 for FY15</i>	Less than 288 =50% 288 or more means 100% for first 288 hours & 50% of hours over 288
Sick Leave Payment Upon Death of Employee AD 2.01-7B	100% of all Sick Leave accrued by employee will be paid to employee’s survivor(s) as designated for pension purposes, or as otherwise specified by law.	Same as City	Same as City	Same as City	Same as City
Military Leave TC §10-48	Reservists: 30 paid days in any two consecutive years Active Duty: per Uniformed Services Guidelines. Additionally Supplemental Pay and Benefits.	Same as City	Same as City	Same as City Exception: Commissioned Fire employees receive 30 paid 12-hour days <u>per year</u> in order to cover the federally mandated 15 days per year of military leave.	Same as City
Educational Leave AD 2.01-7F	Unpaid – Employee pays their portion <u>and</u> City’s portion for health, life benefits.	Same as City	Unpaid – w/ 5 years continuous service. Employee pays their portion <u>and</u> City’s portion for health, life benefits.	Same as City	Same as City

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Bereavement Leave (separate from vacation or Sick Leave) AD 2.01-7H	Up to 40 hours of paid Bereavement Leave per calendar year. 3 days for death in State; 5 days for death necessitating travel out of state. Covers spouse, mother, father, mother-in-law, father-in-law, step-parent, child, step-child, brother or sister, same-sex domestic partner, parent surrogate, adopted child, child of a domestic partner, grandparents, grandparents in-law, grandchildren.	Same as City	Same as City	Same as City Exception: 56 hours for suppression	Same as City Exception: 40 hours per occurrence

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COMPENSATION BENEFITS

Holidays Floating/Birthday is a use or lose during calendar year AD 2.01-6	11 paid holidays Inclusive of one floating holiday	Same as City	Same as City	Same as City Utilizes Birthday in lieu of Floating	Same as City Utilizes Birthday in lieu of Floating
Second Language Compensation AD 2.01-1D TC §10-33	\$30.00 per pay period	Same as City	Same as City	Same as City	Same as City
Shift Differential AD 2.01-1B	6pm - 6am \$1.00 per hour	Same as City Weekend premium: \$1.20 per hour for scheduled weekend day.	Same as City	8pm - midnight \$.85 per hour Midnight - 8am \$.90 per hour	Same as City
Overtime (Overtime eligible employees only) AD 2.01-2	Vacation and Sick Leave included in the OT calculation. Holiday pay is not considered hours worked for purposes of overtime calculation, except as provided by ADs.	Same as City	Same as City	Same as City	Same as City Exception: holidays are included in OT calculation. OT hours paid if next shift begins prior to 8 hours in changeover.
Compensatory Time (Overtime eligible employees only) AD 2.01-2	60 hours maximum accumulation	Same as City	80 hours maximum accumulation	Same as City	200 hours maximum Accumulation May convert 16 hours per calendar quarter to Vacation Leave.
Call Outs AD 2.01-2	Minimum 2 hours pay. Paid at the OT rate if total hours exceed 40 in workweek. Responding by telephone or electronically is not considered a call-out.	Same as City	Same as City	Minimum 2 hours paid at OT rate	Minimum 3 hours paid at OT rate.

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Stand-by Pay (On-call) (Overtime-eligible employees only, when formally assigned to Stand-by duty by Director or designee) AD 2.01-1C	\$2.75 per hour	Same as City	Generally not eligible per AD \$1.60 per hour for certain classifications including Fire Prevention Inspector.	Not Eligible per AD
Safety Shoes AD 2.03-3	\$155 per year for safety shoes, unless worn or damaged to extent considered unsafe, then reimbursement for additional pair of shoes.	\$195 per year for safety shoes, unless worn or damaged to extent considered unsafe, then reimbursement for additional pair of shoes.	Same as City	Same as City, if applicable
Other Equipment Allowances	N/A	Tool replacement. Prescription Safety Glasses - \$175/year	N/A	Saber Flashlights Work out equipment in stations, plus maintenance, repair and replacement. \$640/year – for personal body armor (mandatory) and other specialized non-issued safety equipment.
Uniforms	Field and Shop personnel required to wear a uniform will be issued 5 Uniform Sets per year.	Same as City, unless provided through uniform service provider Minimum issue includes uniforms requiring special materials for safety purposes.	N/A	Included in maintenance allowance
				City furnishes any item required – Initial and replacement.

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Uniform Maintenance Allowance TC §10-31(8)	\$300 annually \$150 installments paid October/April For employees required to wear uniforms <u>unless</u> department or division provides uniform maintenance through a uniform service provider. Employee has option to decline uniform cleaning service, at own expense.	Same as City except payout is \$200 annually \$100 installments paid Jan/Jul .	Same as City except payout is \$400 annually \$200 installments paid October/April .	\$1,530 annually paid in two installments during April/October First payout following graduation from the academy, on pro-rated basis.	\$420 annually for Uniformed Officers paid in two installments during June/December \$620/year for Plain Clothes
Assignment Pay	N/A	N/A	Temporary salary increase of 5% for TPD or TFD Communications employees when assigned to train & evaluate Operator-trainees or Dispatcher-trainees.	5% for such assignments as hazmat, rescue, etc. per comp plan.	5% for such assignments as bike patrol, narcotics, canine patrol, etc. (26 assignments)
Tuition Reimbursement AD 2.01-1I	Maximum of \$1,500 per year or 30 credit hours, whichever occurs first. Does not include pay for certificates or licenses.	Same as City	Same as City	Same as City	Same as City
Downtown Parking Allowance AD 2.01-1H	\$25 a month .	Same as City	Same as City	N/A	N/A Free parking at TCC is negotiated in agreement offered to all sworn police personnel.
Employment Referrals for Public Safety Commissioned Candidates TC §10-47	\$200 per referral when candidate successfully completes Academy.	Same as City	Same as City	Same as City	Same as City

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INSURANCE BENEFITS					
Health Insurance	CIGNA HMO, HRA and HSA. Medical Incentive for opt outs.	Same as City	Same as City	Same as City	Same as City
Dental Insurance	Provider: CIGNA HMO & CIGNA PPO	Same as City	Same as City	Same as City	Same as City
Short Term Disability	Voluntary benefit. Available at employee expense through Colonial Insurance. Cost is usually deducted on after-tax basis. Existing pre-tax policies however, are grandfathered to be deducted pre-tax.	Same as City	Same as City	Same as City	Same as City
Long Term Disability	Basic plan begins at 6 months, provided employee has used all accrued paid leave available. 60% coverage up to \$4,000 per month for up to 5 years <u>Buy-up plan</u> has 90-day waiting period, pays 60% up to \$6,000, up to age 65. Offset by other coverage (e.g. disability retirement benefits or Social Security benefits).	Same as City	Same as City	Same as City	Same as City
Flexible Spending Account	Employee may set aside pre-tax dollars to pay for qualified health and dependent care expenses as defined by IRS regulations.	Same as City	Same as City	Same as City	Same as City

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Employee Assistance Program	Short term counseling (up to 3 face-to face visits per year), in addition to online tools, and mental health benefits available under medical insurance plans.	Same as City	Same as City	Same as City <i>(Additional departmental behavioral health counseling available)</i>
Life Insurance	1 times annual salary up to \$50,000 for employee, \$5,000 benefit per enrolled eligible dependent. Option to purchase supplemental coverage for employee & spouse.	Same as City	Same as City	Same as City
Death Benefit	No coverage	\$2,500 Anytime Death	\$25,000 Line of Duty Death	\$25,000 Line of Duty Death

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RETIREMENT BENEFITS

Retirement Plan	<p>Eligibility rules set forth in TSRS Plan document based on hire date.</p> <p>Prior to July 1, 2006 Employee rate - 5% Employer rate - 27.50%</p> <p>Between July 1, 2006 & June 30, 2011 Employee rate - 6.75% Employer rate - 27.50%</p> <p>On or after July 1, 2011 Employee rate - 5.25% Employer rate - 27.50%</p>	Same as City	Same as City	<p>Eligibility rules set forth in applicable State statutes.</p> <p>Employee rate: 11.05%</p> <p>Employer rate: 51.15%</p>	<p>Eligibility rules set forth in applicable State statutes.</p> <p>Employee rate: 11.05%</p> <p>Employer rate: 48.59%</p>
Retiree Medical Contribution	<p>City contributions vary from 0% to 100%, depending upon the incentive program under which the retiree retired. Most retirees receive a 75% contribution. Coverage ends at age 65, but may be continued past age 65 for PSPRS retirees who did not pay into Medicare.</p>	Same as City	Same as City	PSPRS subsidy is applied to the medical/dental premium cost.	PSPRS subsidy is applied to the medical/dental premium cost. See first column for additional information.
Retiree Term Life Insurance	\$7,500 term life insurance policy, premiums paid by City.	Same as City	Same as City	Same as City	Same as City

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EXEMPT AND EXECUTIVE BENEFITS

Discretionary Benefits AD 2.01-7M	Up to 5 days of paid administrative leave for overtime exempt personnel. 20 Days vacation at CM discretion to Department Directors, DCM or ACMs.	Same as City	Same as City	N/A	N/A
Car Allowance AD 6.02-1	\$200 per pay period for DCM/ACM, Dept. Directors, Agency/ Office Directors, Presiding Magistrate, Court Administrator and Zoning Examiner. Cannot receive downtown allowance if receiving car allowance.	N/A	N/A	N/A	N/A

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PUBLIC SAFETY COMMISSIONED PERSONNEL ONLY					
Sick Leave Sell Back (Non-retirement) TC §22-93/94	N/A	N/A	N/A	Years of Service, Minimum balance required and hours that can be sold for cash: 5yr & 360 hr: 56 hr 10yr & 480 hr: 104 hr 17yr & 520 hr: 160 hr 22yr & 600 hr: 208 hr	Years of Service, Minimum balance required and hours that can be sold for cash: 15yr & 480 hr: 104 hr 17yr & 544 hr: 156 hr 20yr & 600 hr: 208 hr Other police/military service applies toward eligibility
Additional Compensation for Public Safety Command Staff TC §10-53.4	N/A	N/A	N/A	Non-Represented Command Staff Only Battalion Chiefs and above. Does not include Fire Chief. \$4,000 per year, paid in bi-weekly installments for extraordinary deployment activities.	Non-Represented Command Staff Only Lieutenants and above. Does not include Deputy Police Chief or Police Chief. \$4,000 per year, paid in bi-weekly installments for extraordinary deployment activities.
Certified Bi-Lingual Commissioned Police Officer TC §10-33.1	N/A	N/A	N/A	N/A	\$85.00 per pay period for those completing certification program through PCC in either Spanish or American Sign Language
Special Duty Opportunities	N/A	N/A	N/A	N/A	Special Duty- outside employment opportunities managed through City.
Lateral Police Officer Recruitment Incentive TC §10-22.92	N/A	N/A	N/A.	N/A	Lateral Hires may receive 40 hours of vacation and 40 hours of Sick Leave upon hire on a one-time basis

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Holiday Pay for Lieutenant, Captain and Assistant Chief TC §10-49	N/A	N/A	N/A	Receive holiday pay for any holiday worked which shall result in one extra day of pay for that holiday.
BOI pay for Lieutenant, Captain and Assistant Chief TC §10-49	N/A	N/A	N/A	Receive one day of board of inquiry pay when called out to serve on a board of inquiry. Board of inquiry pay shall be equivalent to one day of pay at the regular rate of pay
Career Enhancement Program TC §10-53.3	N/A	N/A	N/A	Incentive pay for attaining certain levels of experience, education and maintaining physical fitness. Paid bi-annually based on point system at one of three levels: \$150, \$250 or \$350.
Paramedic Assignment and Incentive TC §10-34.1	N/A	N/A	N/A	\$150.00 per month will be paid to commissioned fire personnel who serve in the classification of paramedic or who have passed probation and are state certified, and available to work one shift per month
Fire Prevention Inspector Incentive Pay TC §10-34	N/A	N/A	N/A	\$69.23 per pay period shall be paid to full time employees holding positions in the Fire Prevention Inspector Classification maintain certain designations

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Fire Battalion Chief Call Back Shift Pay TC §10-35	N/A	N/A	N/A	\$250.00 for each twelve-hour shift worked outside of a normally scheduled shift for Battalion Chief while assigned to suppression duties
Emergency Leave	N/A	N/A	N/A	6 hours <u>paid</u> leave – not deducted from vacation or Sick Leave balances. Fire suppression only. Requires written leave request, stating time of departure, expected return time, location and purpose.
Honor Guard TC §10-53.41	N/A	N/A	N/A	\$25.30/pay period. Honor guard expanded to Pipe and Drum Corps.
Housekeeping Allowance TC §10-53.6	N/A	N/A	N/A	Allowance of \$29.18 per pay period for personal items and supplies not furnished by TFD.

Revised & Updated July 1, 2014